

# SETTLEMENT AGREEMENT

The Federal Aviation Administration (FAA) and the National Association of Air Traffic Specialists (NAATS) agree to the following terms and conditions as full and complete settlement of grievance number NA-ALR-05-07.

The Agency's position is that the EMP 1.9 states that employees may designate a one-time substitute location (city, state) in lieu of their original local commuting area, if such employee agrees to pay relocation costs. If a substitute location is chosen, it cannot be changed.

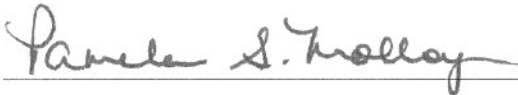
However, as resolution to the grievance listed above, and based on the particular fact circumstances the parties mutually agree to the following:

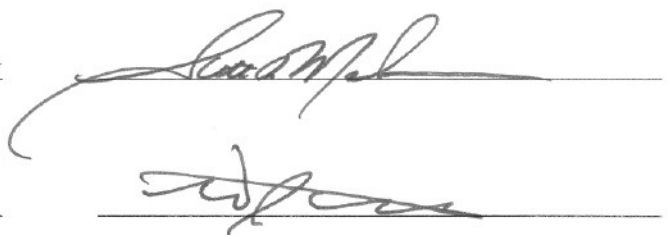

- 1)
  - a) Employees in the NAATS bargaining unit who receive a Reduction-in-Force (RIF) notice and who meet the eligibility criteria for Selection Priority as outlined in EMP 1.9 will be allowed to make application for any FAA vacancy and will be afforded the appropriate entitlements under Selection Priority.
  - b) Employees will be allowed to apply for FAA vacancies in multiple commuting areas at any time for the duration of their eligibility under Selection Priority
  - c) No additional action is necessary by the employee.
- 2) The provisions of Section 4 of the Reduction in Force – Flight Service Station Competitive Sourcing Initiative MOA dated April 1, 2005, are unchanged as a result of this settlement agreement. (Except as noted in 1b above).
- 3) No modifications or waivers of any of the terms of this agreement shall be valid unless made in writing and executed by the Parties.
- 4) The effective date of this settlement is September 20, 2005. This agreement applies to vacancy announcements which close on or after this date.

In exchange for the above referenced terms, NAATS agrees to withdraw grievance number NA-ALR-05-07. This agreement does not constitute any precedent or bind the parties in any future proceedings.

For the FAA

For NAATS

  
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